

CAREERS AT MIRVAC



WHY MIRVAC

MIRVAC IS A LEADING, DIVERSIFIED AUSTRALIAN PROPERTY GROUP, WITH AN INTEGRATED DEVELOPMENT AND ASSET MANAGEMENT CAPABILITY.

We have 45 years of experience in the property industry and an unmatched reputation for delivering superior products and services across our businesses.

Principally located in Australia's four key cities of Sydney, Melbourne, Brisbane and Perth, Mirvac owns and manages assets across the office, retail and industrial sectors, with over \$18 billion of assets currently under management.

Our development activities allow us to create and deliver innovative and high-quality commercial assets and residential projects for our customers, while driving long-term value for our securityholders.

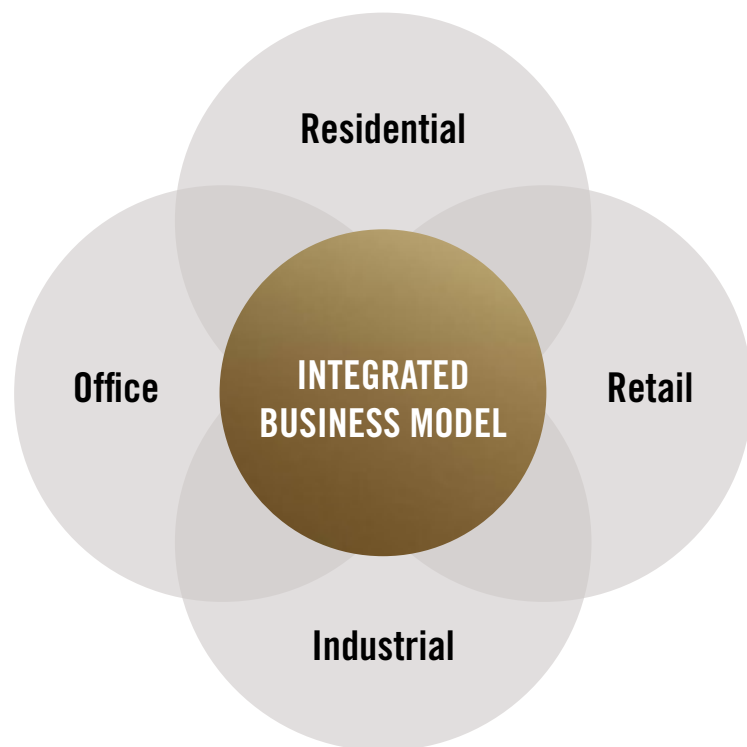
Our integrated approach gives us a competitive advantage in the creation of quality assets across the entire lifecycle of a project; from planning through to design, construction and development, leasing, property management and long-term ownership.

Recognising the contribution, we make to Australia's major cities, our purpose, Reimagine Urban Life, inspires us to question how and why we do things. With a strong focus on our customers, we're asked to think about how we can redefine the landscape and create more sustainable, connected and vibrant urban environments, leaving a lasting legacy for generations to come.



THE INTEGRATED BUSINESS MODEL

MIRVAC'S VISION IS SETTING THE STANDARD AS A WORLD-CLASS AUSTRALIAN PROPERTY GROUP THAT ATTRACTS AND RETAINS THE BEST.



CAREER OPPORTUNITIES

- CONSTRUCTION
- ENGINEERING
- SALES & MARKETING
- ARCHITECTURE & DESIGN
- ADMINISTRATION
- INFORMATION TECHNOLOGY
- HUMAN RECOURCES
- FINANCE
- LEGAL
- HSE
- FACILITIES MANAGEMENT
- PROPERTY MANAGEMENT (O&I)
- DEVELOPMENT
- SHOPPING CENTRE MANAGEMENT
- COMMUNICATIONS
- INNOVATION
- SUSTAINABILITY



OUR PEOPLE



"As a leader, harnessing the passion, power and creativity of our people is the single most important thing I can do, and how we work is just as important as what we do. We now have an engagement score at Mirvac above 90% which is 3% above the Global High Performing Norm. This is important because a highly engaged organisation will go above and beyond – because they believe in the purpose to reimagine urban life, and they respect the company".

SUSAN LLOYD-HURWITZ,
CEO,
MIRVAC



"Mirvac is a diversified property group with an aim to acquire world class sites across Australia capitalising on the unique capability of our integrated model. Our Residential Development team has a strong reputation for delivering high quality innovative products across apartments and master planned communities.

Mirvac strives to drive value for our customers and business partners through consistently delivering what the market wants. Our Traineeship program has a proven track record of acquiring some of the best Trainees and we have a strong focus on career development and instil them to strive for excellence and take ownership of their work".

STUART PENKLIS,
HEAD OF RESIDENTIAL

"I started my career with Mirvac on the Traineeship program after studying a bachelor of Business (Property) at RMIT. Over the past 20 years I have been fortunate to work on some of Melbourne's most iconic residential projects including The Melburnian, Yarra's Edge and Waverley Park. Mirvac is committed to developing and rewarding its staff and ensuring a diverse and collaborative culture. Day-to-day I enjoy working with a broad range of talented people within the organisation and being involved with some of the most exciting projects being undertaken within the industry".

ELYSA ANDERSON,
GENERAL MANAGER
VIC RESIDENTIAL DEVELOPMENT





"The culture I have experienced has been very positive, the team has been very inclusive, collaborative and constructive. The team is clearly flexible to work around people's lives. My manager/team is very determined to teach me and ensure I am producing quality work, through good guidance".

JEROME BLACK,
INTERN



"What I enjoyed about my experience was not only the depth of the program but the breath, I was able to full immerse myself in my team whilst attending weekly lectures that gave a wholistic view of the business".

EMMA SHAKESHEFF
INTERN

"Working at Mirvac has provided me with the opportunity to enhance my understanding of corporate finance. The supportive environment is conducive to further developing your financial skills and provides an invaluable insight into the workings of one of Australia's largest property developers".

DION RIOTTO,
INTERN



"Mirvac encourages its employees to value their work-life balance and flexible working environment. In my opinion improving overall health and wellbeing, and celebrating diversity is very important for employees and communities which Mirvac as a business does an amazing job implementing".

AIDA YAZDANI
INTERN



"Being able to contribute to the friendly and supportive culture that is upheld by all Mirvac employees was a highlight of this program, helping me to foster meaningful relationships with fellow interns and team members. The organised structure of this internship also allowed me to experience work relating to numerous company divisions, knowing that through my work, I would always be adding meaningful value to my team and the wider business".

ANISH KANIBAGLU
INTERN



"People who work at Mirvac are very open to one another and this makes communicating, collaborating and learning from other people very easy.

Furthermore, working in the transactions team, I can really appreciate the quality of product that Mirvac tries to bring to the market to actually 'Reimagine Urban Life'.

JOHN HE
INTERN

OUR VALUES ARE
THE BUILDING BLOCKS
OF OUR CULTURE



Reimagine Urban Life, Sustainably

Focused, diversified, integrated strategy

Global ESG trends



Our stakeholders



Why these trends matter to Mirvac and our stakeholders



We focus on



How

OUR ENVIRONMENT

LIFESTYLE

- ✓ **Flexibility - My Simple Thing** is one small, achievable change you can make in your work day per week that will enhance your work/life quality

Shared Care Parental Leave:

- ✓ **20 weeks** paid parental (primary carer)
- ✓ **4 weeks** paid partner leave (non-primary carer)
- ✓ **Employees can purchase** up to an additional 4 weeks leave per financial year
- ✓ **2 days bonus leave** if you take at least 20 days annual leave from 1Feb - 31 Jan
- ✓ **Domestic and Family Violence Leave:** up to 10 days paid leave

WELL BEING

- ✓ Fruit Boxes
- ✓ Yoga & Pilates Classes
- ✓ Flu Vaccinations
- ✓ Meditation Classes

COMMUNITY

- ✓ National Community Day
- ✓ Unlimited Volunteering Day
- ✓ Good2Give - pre-tax donations
- ✓ Donation Matching

LEARNING AND DEVELOPMENT

- ✓ **Mirvac Discovery Program:** 3 days over a 3 month period of trained work experience in different Mirvac divisions





JOB LOCATIONS

CONTACT US FOR MORE INFORMATION:

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